



**Unlearning Racism in Geoscience**

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URGE Management Plan for UCR - Deliverable-Session# 8

This is a plan to incorporate deliverables into UCR as we continue to develop, assess, and finalize policies and resources.

In the future, we will synthesize our Pod's input with input from grad student pods. We may also share our annotated bibliographies with the department(s) later.

Deliverable	Existing Policy or Resource ?	Initial Point of Contact(s)	Where It Is or Will Be Posted	Review/ Update Interval	Racial Risk Assessment?	Training Recommended ?	Approval, Check, and/or Consequence
Complaints and Reporting Policy	Yes	Will Porter and Sandra Kirtland Turner and the UCR Faculty/Postdoc pod	On website already	Already reviewed every 2 years	Not planned	Not planned	Not relevant to our pod
Demographic Data	Generally, thorough & available online	Pete Homyak and Bob Allen and the UCR Faculty/Postdoc pod	Already online	Recommended every 2 years	Recommended	Not planned	Not relevant to our pod
Policies for Working with Communities of Color	No	Sam Ying and the UCR Faculty/Postdoc pod	Post on organization website	Annual review by departmental DEI committees	Yes	Yes	Approval and Consequence



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Admissions and Hiring Policies	Yes--will be updated	Shelley Wernette and Mary Droser and the UCR Faculty/Postdoc pod	Internal currently	Annual review by departmental DEI committees	Recommended	Maybe	Approval
Safety Plan	Yes--we've added language to existing documents	Gareth Funning and Kaycee Morra and the UCR Faculty/Postdoc pod	We can post updated versions online, but will share with leadership so they're aware	Annually, but also after any major reported incidents. Discussed at department retreats.	Not planned	Yes	Approval and Consequence
Resource Map	Existing resources, mostly, but we will make sure they're available online & shared with incoming grad students/postdocs	Francesca Hopkins and Mary Droser and the UCR Faculty/Postdoc pod	Post on organization website, Facebook group	Annual review by departmental DEI committees	Not planned	No, not staff-wide but only with HR	Approval



Additional considerations for each deliverable:

- **Agreement** - Discuss and assess the racial justice, equity, and inclusivity of our organization. Develop an anti-racism Action Plan with actions specific to issues at UCR, including methods for measuring and reporting progress.
- **Pod Guidelines** - Your pod guidelines can be adapted into longer term plans/bylaws, e.g., will this turn into a committee or working group in your organization/institution, will membership/leadership rotate, etc.
- **Complaints and Reporting Policy** - We consolidated resources that are already available and listed relevant contacts but we felt existing policies were adequate so we have not suggested any modifications at this time, except that members of the DEI committee may be recognized as safe people to report to and offer guidance toward the available resources.
- **Demographic Data** - We are considering how some demographic data can or may be collected and added to the already existing public database on demographics at UCR (e.g., sexual orientation and gender identity). We will work with HR on these issues, but we do not have enough information at this time to predict how long it may take to expand this database or whether it is possible to include additional demographics.
- **Policies for Working with Communities of Color** - From our deliverable, “There seem to be insufficient on campus resources for forming, growing, and maintaining relationships with respect to research activities...Greater institutional support exists for community engagement with undergrad admissions and academic advising.” The University Office of Research and Economic Development would be a natural source of info for faculty and researchers seeking to engage with Communities of Color as part of research and outreach. Right now, these opportunities largely depend on individual PI’s seeking them out and securing funding for them.
- **Admissions and Hiring Policies** - The DEI committee will produce updated materials to share with interviewees for faculty positions to standardize and demystify the interview process. Prior to future job searches, the DEI committee will meet with the search committee to discuss the importance of DEI issues during recruitment. Implicit bias training is already provided for search committee members by the University. Review of these materials will be conducted annually by departmental DEI committees.
- **Safety Plan** - This is adding anti-racism specific policies to the Safety policies in field trip planning and conduct manuals already in use by the department. We plan to discuss these changes during an upcoming faculty meeting in consultation with



the faculty responsible for teaching field classes, and to review these materials annually within departmental DEI committees. Faculty will be reminded of the materials during annual faculty retreats.

●**Resource Map** - We will produce and share the material put together as part of the corresponding URGE deliverable during graduate student orientation and post them on departmental websites. The materials will be reviewed annually by departmental DEI committees and discussed by the whole faculty during annual retreats.